PEACE ON EARTH

A CHRISTMAS MESSAGE

St. Matthew recorded these words about the journey of the Wise Men: 'And now the star, which they had seen in the east, went in front of them as they traveled until at last it shone immediately above the place where the little child lay. The sight of the star filled them with indescribable joy.'

As we again approach the yuletide season may your life too, like the Wise Men seeing the star, be filled with joy and happiness. May I take this opportunity to extend my best wishes for a joyous Christmas and a New Year full of happy events.

Lloyd R. Shaw
Director of Manufacturing

THE TURNTABLE

VOL. 6 NO. 6 RICHMOND, INDIANA DECEMBER 1970

SUGGESTION SYSTEM PROMPTS NEW IDEAS

Third shift employees took advantage of the newly developed Suggestion System to let the company know their feelings about the present method of starting third shift on Monday night.

Forty-seven employees on the third shift suggested the company consider changing the first day of their work week from Monday night to Sunday night. The majority of people requesting the change feel this would be more desireable, especially on holiday weekends. Thanksgiving weekend was a good example of the point being made. Preparing dinner, expecting guests or planning a trip was a difficult task for those who got off work at 6:30 Thursday morning.

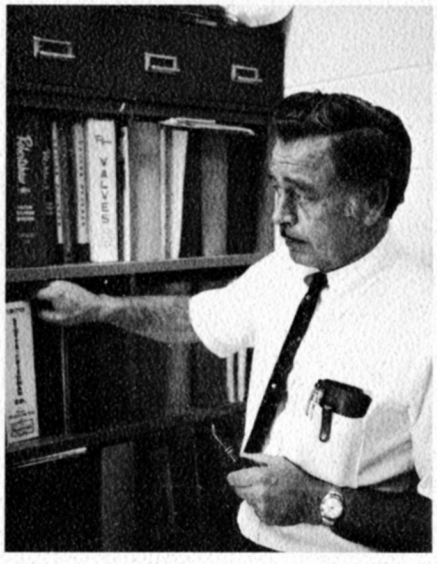
Impressed by the number of people suggesting this change and realizing the inconvenience it causes employees on holidays, management went to work on the problem. After much deliberation and considering the needs of both the customers and the employees, a possible solution was worked out. It was proposed and explained to each suggestor in a letter from Lloyd Shaw. According to the proposal, the company would be agreeable to working toward a change in the third shift work schedule as suggested during the weeks in which a holiday occurs. However, the present method of starting third shift on Monday night would have to be retained during regular work weeks.

In this way third shift employees could better enjoy the holiday weekends and the customer service requirements could still be met. The reason for retaining the present method of scheduling during a non-holiday week is because our customers invaribly call for orders to be shipped that week. The extra shift at the end of the week allows many orders to be filled and shipped on time thereby keeping our much needed customers.

If there is sufficient interest in this type of holiday scheduling for third shift, the company and the union officials will discuss the possibility of making it workable.

GEORGE DEICHLER JOINS STAFF

Joining Philips Recording on October 26, 1970, George Deichler quickly became involved in company operations and is already known to most employees. In the capacity of Plant Superintendent, he will report to Lloyd Shaw and be responsible for Record Production, Albums, and Distribution.



Before joining Philips, Mr. Deichler had spent 16 years with Columbia Records at plants in Los Angeles and Santa Maria, California and most recently at Pittman, New Jersey. Employed by Columbia as a mechanic, he advanced to General Foreman and held supervisory positions in Compound, Injection Moulding, Matrix, Pressroom and Print Shop.

He is married and has one daughter who is married and living in California. The Deichler's recently purchased a new home at 4601 South "B" St. in Richmond. Hobbies include Golf, Hunting and Fishing.

With a wealth of experience and background in Record Production, George Deichler will be a valuable addition to Philips Recording. All of us join in wishing him a successful and happy career at Philips.

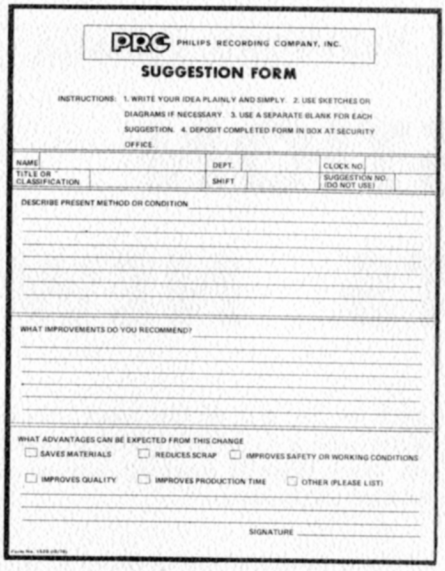
PARTICIPATION GROWS

Several employees have had their thinking caps on since the Suggestion System was initiated. Many of us are guilty of criticizing the present methods and conditions, but these people have taken the time for constructive criticism by suggesting better ways of doing things. Our hats are off to all employees who think enough of their jobs and their company to work on possible improvements.

Ideas and suggestions don't have to be technical or unique. It may simply be a way of making your job and work area safer. If you already have an idea or suggestion, write it down and turn it in! (see page 4)

New Idea People

David Mixon - Camera Department
Cost savings on plate developer.



PRC PHILIPS RECORDING COMPANY, INC.

SUGGESTION FORM

INSTRUCTIONS: 1. WRITE YOUR IDEA PLAINLY AND SIMPLY. 2. USE SKETCHES OR DIAGRAMS IF NECESSARY. 3. USE A SEPARATE BLANK FOR EACH SUGGESTION. 4. DEPOSIT COMPLETED FORM IN BOX AT SECURITY OFFICE.

NAME | DEPT. | CLOCK NO.
TITLE OR CLASSIFICATION | SHIFT | SUGGESTION NO. (DO NOT USE)

DESCRIBE PRESENT METHOD OR CONDITION

WHAT IMPROVEMENTS DO YOU RECOMMEND?

WHAT ADVANTAGES CAN BE EXPECTED FROM THIS CHANGE

☐ SAVES MATERIALS ☐ REDUCES SCRAP ☐ IMPROVES SAFETY OR WORKING CONDITIONS
☐ IMPROVES QUALITY ☐ IMPROVES PRODUCTION TIME ☐ OTHER (PLEASE LIST)

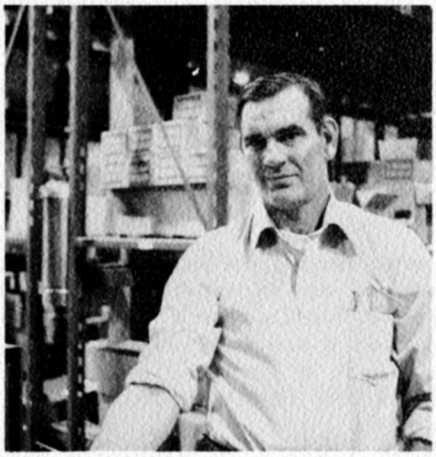
SIGNATURE

Roger Block - Distribution Department
Correcting out of stock problems.

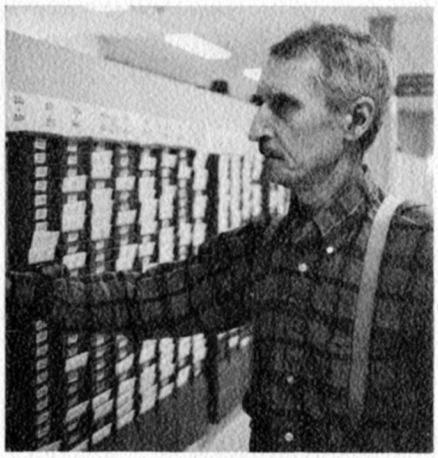
Yvona J. LaKamp - Compression Department
Improved safety - press operator work area.

Henry D. Smith - Compression Department
Schedule change for filling vending machines.

R. L. Keller - ASM Department
Improved loop conveying system



Jesse Scott - Distribution Department
Picking Orders.



James L. Butt - Distribution Department
Reclaiming of scrap material.

Barry Routzahn - Compression Department
Call-in procedures

SUPERVISOR'S ATTEND TRAINING COURSE

Forty-one of our supervisors are presently attending an in-plant training course in Management Development. This course began Tuesday, December 1, and will continue through December 21. Our Industrial Relations Department is conducting this six session course. It is basically a mutual effort on the part of the company and the supervisor for self-improvement, and is planned as a continuing effort to develop and strengthen managerial skills and knowledge.

Like many professions the up-dating of supervisory skills is a never ending task. To some it might seem as though supervisors have an ideal job; having others do the work while he does the so called "bossing". Quite the contrary is true though. Our supervisors are actually working for us as individuals as well as groups. Each individual need and request must be taken into consideration to determine the effects on the total group.

Our Supervisors are responsible to both the company and the employee. One cannot be neglected without having an adverse affect on the other. The thin tight wire he walks requires the balance of an expert and the concentration of a scholar. For it is he who we look to for assistance in performing our jobs.

SOCIAL SECURITY TAX INCREASES

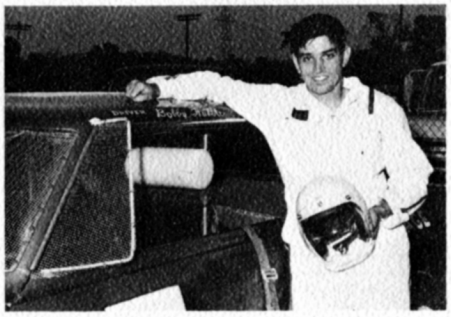
Effective January 1, Social Security tax on wages and salaries increases from 4.8% to 5.2%. This means that employees earning $100 per week will have an additional 40¢ per week withheld from their pay for Social Security.

The company will also pay more as it is taxed the same amount that employees pay. Present maximum Social Security tax payable in one year is $374.40 which will increase to $405.60 in 1971. Employees must earn $7800 to pay the maximum tax.

Editor ..... James Mathewson
Ass't Editors ..... Del Burnett
Larry Sandifar
Vari-Typist ..... Marilyn Martin

PRC

RACING ENTHUSIAST



Bobby Hubble has found a unique and exciting pastime. Bob, who works in our Machine Shop, has taken up stock car racing and has found that it can be a rewarding hobby. Bob drove his 1965 Chevy II to an impressive 9th place on the year in the point standing and held the highest average in the Sport Sedan class with .623. Their average is figured much like baseball, but instead of hits they go by the number of races you win.

Bob won his first race on May 30, 1970, (just like Al Unser did the next day, he says). Before going into stock car racing, Bob was in the drag racing field for 8 years. Bob says that you don't win as many trophies in stock cars, but a lot more money.

Bob has run at Lawrenceburg, Tri-county, Glen Esta, and our local Whitewater Valley Speedway. Bob attended the annual Tri-County Speedway banquet on November 21 and besides finishing in the money was chosen for another award by his fellow drivers. The drivers voted him as "The driver they would like to race against". Bob and I both have our doubts as to what they meant by that. He was presented a helmet, helmet bag, and uniform along with this award. I'm sure you have to agree with the writer that they picked the right man.

Bob has plans for entering two cars next year in different classes. I think he's getting greedy.

CREDIT UNION NEWS

(1) At the board of directors meeting held October 20, 1970 it was approved that Unsecured Loans (signature only) would change from the present $400.00 to $700.00, upon approval of Credit Committee. This to become effective November 23, 1970.

(2) At the same board meeting it was decided to change the previous ruling, which stated, a member must be an employee of Philips Recording Company, Inc. for a period of one (1) year before applying for a loan. Effective October 20, 1970 the period of service with the company will only require a member a waiting period of 6 months.

(3) Effective January 1, 1971 there will be a limit placed on the number of withdrawals a member can obtain. (One withdrawal a month and/or a total of 12 withdrawals per year).

SAFETY COMMITTEE

Opal Whitehead and Martin Armstrong from the Shipping Department have been selected to serve on the Safety Committee along with Vernon Taylor, Security, and Del Burnett, Industrial Relations Department. Several items concerning plant safety during the first meeting, Friday, December 4 were discussed. Of utmost concern though was the deplorable condition of our break areas (cigarette butts, candy wrappers, ashes etc.). The committee would like to remind everyone that smoking in the plant is a privilege that could be seriously curtailed if it continues to present problems in Good-housekeeping and Safety.

If you are aware of any unsafe practices or conditions, you should either contact a member of the Safety Committee or enter it on a Suggestion Form available in the Security Office. The committee is scheduled to meet again on February 2, 1971.

Now that women have been liberated, who will take care of the men and children?

CHRISTMAS WISHES FROM TURNTABLE STAFF

Once again . . . Christmas!

Once again . . . the joyous season reminds us to wish our friends and associates continued happiness and health and prosperity.

Perhaps we should voice these thoughts more often . . .

Perhaps we should!

For all of us need the words that remind us how fortunate we are.

At Christmas, however, the words seem more appropriate.

Coming as it does at the end of the year, Christmas spurs us to renew our energies for ourselves and for others. And it gives us time to reflect on the mistakes as well as the achievements of the year almost gone.

We have many reasons to share pride in our efforts, for we have retained our ideals. We have worked, we have served, we have fulfilled our purpose.

Still, the attainment of each ideal remains far off. Distant. We remember, then, there is much yet to be done, much to accomplish before the joys we know can be shared with those who neither understand our ways nor benefit from the simple messages of peace and good will.

Some day, some Christmas season, the message will be heard and understood. Until then, we work as best we can to make Christmas 1970 another beautiful experience in our lives.

May you and all your loved ones share a very happy Christmas and a wonderful New Year.

"Real groovy outfit, Man . . ."

SELECT THE RIGHT TOYS

From one to two years, a child loves to investigate the world. Pick toys that he can take apart and reassemble, like pegboards and blocks. But make sure that the toy's parts are not small enough to swallow.

Two and three years olds love to experiment. Toddlers may enjoy non-poisonous finger paints and modeling clay and also cars and wagons to push and pull.

Between three and four, the child is ready to pretend that he is an adult. Give him small brooms, carpet sweepers, and other similar toys. Make sure that they can withstand vigorous play.

From four to six, children continue to imitate adults and enjoy blackboards, simple construction toys, small irons, and dolls. The parents of six year olds can start introducing more complicated playthings like sewing materials and carpenters' benches. At eight years, children are ready for bigger bicycles, electric trains, musical instruments, and gym equipment.

After you get the toy home, remember that a child's introduction to adulthood through toys calls for supervision and good play habits. Make sure you've given the right child the right toy and taught him the right way to play.

Why Not Help Create The Joy?

'Tis the season to be jolly . . .
But why not have the jolly season year round?

Why not forget your prejudices . . . Love instead of hate.

Why not forget your wants . . . Appreciate instead the things you have.

Why not give of your happiness . . . Think instead of the needs of others.

To enjoy the jolly season for all your days, help create the joy.

HOBBY SHOW

We have had several requests from many employees to be able to both exhibit their hobbies and see displays of other employees' hobbies. If enough interest is shown in this area, plans will be made and a date set for a Hobby Show. If you would like to participate in displaying your hobby, please contact Del Burnett in the Personnel Office.

JERRY LEE LEWIS VISITS PLANT

It was understood that Jerry Lee Lewis and his group were to visit our plant Saturday afternoon November 21, but because of a nasty virus the visit was cancelled only to find that he turned up here in our plant some twelve hours later around midnight, Saturday night. A few second and third shift employees had the opportunity of seeing and talking to him for a few minutes. Some lucky ones obtained his autograph. Jerry Lee decided to make the visit after his show at Civic Hall Saturday night after hearing a tape of his new gospel album.

We don't know if Ed Estridge was a Jerry Lee Lewis fan before, but we are sure he is now. Ed played several new releases for the group and he and Jerry Lee seemed to hit it off like old friends. It looked like a Saturday night jam session in the Matrix Department test booth. Everyone was patting their feet, imitating instruments until about two o'clock in the morning. Some of those who came along with Jerry Lee were: Jerry Lee Lewis, Jr. (Drums), Ken Lovelace, (Violin), James Hutcheson, (Guitar), Robert M. Tarrant, (Drums), Lester Long (Pilot), Rita Gillespie, Manager and Harold Hutchison.

Jerry Lee apolgized for not being able to make the afternoon visit, but promised he would return at a later date and spend some time with his fans at Philips Recording. While he was here he signed a nickel mother for his fans, which will be hung near the employee entrance.

Matthew 2: 9, 10, 11

When they had heard the king, the departed; and, lo, the star, which they saw in the east, went before them, till it came and stood over where the young child was.

When they saw the star, they rejoiced with exceeding great joy.

And when they were come into the house, they saw the young child with Mary, his mother, and fell down, and worshipped him: and when they had opened their treasures, they presented unto him gifts; gold, and frankincense, and myrrh.